


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-244739	Date Filed 7/11/19

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Normat Management Services, Inc. and McDonald's, USA as joint employers	b. Tel. No. (773) 768-3355
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1951 E. 95th St., Chicago, IL 60617 110 N Carpenter St., Chicago, IL 60607	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed a) approx 30 b) 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast food
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named joint employers, by their officers, agents, and supervisors, have retaliated against (b) (6), (b) (7)(C) by cutting (b) (6), work hours because of (b) (6), participation in and support of a labor organization. The joint employers took this action as a means to discourage union activity and/or membership.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU National Fast Food Workers Union	
4a. Address (Street and number, city, state, and ZIP code) 1800 Massachusetts Ave. NW Rm 6041 M Washington, DC 20036	4b. Tel. No. (202) 730-7327
	4c. Cell No. (202) 384-5482
	4d. Fax No.
	4e. e-mail olamide.adetunji@seiu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
(signature of representative or person making charge) 	Olamide Adetunji, Attorney (Print/type name and title or office, if any)
1800 Massachusetts Ave. NW Washington, DC 20036 Address	07/11/2019 Date
	Tel. No. (202) 730-7327
	Office, if any, Cell No. (202) 384-5482
	Fax No.
	e-mail olamide.adetunji@seiu.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
NLRB  
Mobile App

July 12, 2019

Olamide Adetunji, Attorney  
SEIU National Fast Food Workers Union  
1800 Massachusetts Avenue, NW  
Washington, DC 20036

Re: Nornat Management Services, Inc. and  
McDonald's, USA as joint employers  
Case 13-CA-244739

Dear Mr. Adetunji:

The charge that you filed in this case on July 11, 2019 has been docketed as case number 13-CA-244739. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney J. Edward Castillo whose telephone number is (312)353-7586 and e-mail address is [edward.castillo@nlrb.gov](mailto:edward.castillo@nlrb.gov). If this Board agent is not available, you may contact Deputy Regional Attorney Jessica T. Muth whose telephone number is (312)353-7643.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

/s/ Paul Hitterman

Paul Hitterman  
Acting Regional Director

JEC/dg  
Enclosure:  
Copy of Charge



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
NLRB  
Mobile App

July 12, 2019

(b) (6), (b) (7)(C)

Nornat Management Services, Inc.  
1951 East 95th Street  
Chicago, IL 60617

McDonald's USA  
110 North Carpenter Street  
Chicago, IL 60607

Re: Nornat Management Services, Inc. and  
McDonald's, USA as joint employers  
Case 13-CA-244739

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney J. Edward Castillo whose telephone number is (312)353-7586 and e-mail address is [edward.castillo@nlrb.gov](mailto:edward.castillo@nlrb.gov). If this Board agent is not available, you may contact Deputy Regional Attorney Jessica T. Muth whose telephone number is (312)353-7643.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by July 25, 2019. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlrb.gov](http://www.nlrb.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions

July 12, 2019

about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

*/s/ Paul Hitterman*

Paul Hitterman  
Acting Regional Director

JEC/dg

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

13-CA-244739

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months**? If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**NORNAT MANAGEMENT SERVICES, INC.  
AND MCDONALD'S, USA AS JOINT  
EMPLOYERS**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS  
UNION**

Charging Party

**Case 13-CA-244739**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on July 12, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Nornat Management Services, Inc.  
1951 East 95th Street  
Chicago, IL 60617

McDonald's USA  
110 North Carpenter Street  
Chicago, IL 60607

July 12, 2019

\_\_\_\_\_  
Date

Denise Gatsoudis, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

*/s/ Denise Gatsoudis*

\_\_\_\_\_  
Signature



**From:** [Castillo, J. Edward](#)  
**To:** [Olamide Adetunji](#)  
**Subject:** RE: Case 13-CA-244739: (b) (6), (b) (7)(C) Availability for Affidavit:  
**Date:** Monday, August 12, 2019 3:34:00 PM

---

Hi Olamide,

I will plan on meeting with (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C). Please remind (b) (6), (b) (7)(C) to bring in any relevant documents to our meeting (b) (6), (b) (7)(C).

Thanks,  
Ed

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>  
**Sent:** Tuesday, July 30, 2019 10:52 AM  
**To:** Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)>  
**Subject:** Re: Case 13-CA-244739: (b) (6), (b) (7)(C) Availability for Affidavit:

Hello Ed:

As promised, I am writing to let you know that (b) (6), (b) (7)(C) is available to give (b) (6), (b) (7)(C) affidavit at (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C). I look forward to hearing back from you to confirm this.

On Thu, Jul 25, 2019 at 2:37 PM Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)> wrote:

Yes, I will be out of the office after today so please send me an email letting me know (b) (6), (b) (7)(C) availability. Thanks.

Ed

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>  
**Sent:** Thursday, July 25, 2019 12:44 PM  
**To:** Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)>  
**Subject:** Re: Case 13-CA-244739: (b) (6), (b) (7)(C) Availability for Affidavit:

Alright, I will check with (b) (6), (b) (7)(C). I believe you mentioned that your vacation starts tomorrow, so if I do not hear back from (b) (6), (b) (7)(C) today, I will just send you an e-mail with the understanding that you will see it when you return.

On Thu, Jul 25, 2019 at 1:25 PM Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)> wrote:

Hi Olamide,

I am not available after (b) (6), (b) (7)(C). Can you let me know if (b) (6), (b) (7)(C) would be available the (b) (6), (b) (7)(C) of (b) (6), (b) (7)(C)?

Ed

**J. Edward Castillo, Esq.** | Field Attorney  
United States Government  
National Labor Relations Board  
Region 13  
219 S. Dearborn Street, Suite 808  
Chicago, IL 60604  
T: 312.353.7586 | F: 312.886.1341



Please consider the environment before printing this e-mail.

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>  
**Sent:** Thursday, July 25, 2019 9:51 AM  
**To:** Castillo, J. Edward <[Edward.Castillo@nrlrb.gov](mailto:Edward.Castillo@nrlrb.gov)>  
**Subject:** Case 13-CA-244739: (b) (6), (b) (7)(C) Availability for Affidavit:

Hello Ed:

I am writing to follow up on our conversation on Tuesday, July 23, 2019. As I mentioned, I checked with (b) (6), (b) (7)(C) to see whether (b) (6), (b) (7)(C) on either (b) (6), (b) (7)(C), 2019 works for (b) (6), (b) (7)(C) to come in and give (b) (6), (b) (7)(C) affidavit. According to (b) (6), (b) (7)(C) is not available on (b) (6), (b) (7)(C), but can do any time after (b) (6), (b) (7)(C). Please let me know if this works for you. If it does not, kindly consider proposing other times that will work for you.

Thank you.

--

Olamide Adetunji  
Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW  
Washington, DC 20036  
Office: (202) 730-7327  
Cell: (202) 384-5482

--

Olamide Adetunji  
Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW  
Washington, DC 20036  
Office: (202) 730-7327  
Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union

Service Employees International Union

1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

**From:** [Olamide Adetunji](#)  
**To:** [Castillo, J. Edward](#)  
**Subject:** Re: Case 13-CA-244739: (b) (6), (b) (7)(C), (b) (7)(D) Availability for Affidavit:  
**Date:** Monday, August 19, 2019 2:02:37 PM  
**Attachments:** [Strike Notice Email w- date and time and information about delivery - MCD 1951 E. 95th St.pdf](#)

---

Hello Ed:

As promised, please see attached below, a copy of the e-mail that shows information about the strike notice delivery. Fight for \$15's practice is to have whoever delivers a strike notice immediately send an e-mail to the [strike.evidence15@gmail.com](mailto:strike.evidence15@gmail.com) e-mail address and include information about where it was delivered, when it was delivered and to whom it was delivered. Based on the attached e-mail, the strike notice was delivered to (b) (6), (b) (7)(C), (b) (7)(D), at some time before 12:25 am on (b) (6), (b) (7)(C) 2019 before (b) (6), (b) (7)(C), (b) (7)(D) next shift would have been scheduled to begin. Please let me know if you have any additional questions.

On Mon, Aug 19, 2019 at 10:52 AM Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)> wrote:  
Please see attached below, copies of some documents that I think you might find helpful. The documents include, (b) (6), (b) (7)(C), (b) (7)(D) pay stubs as well as a copy of the Strike Notice that was delivered on (b) (6), (b) (7)(C) behalf to notify (b) (6), (b) (7)(C) employer that (b) (6), (b) (7)(C) was on strike.

On Fri, Aug 16, 2019 at 4:13 PM Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)> wrote:  
Hello Ed:

I am writing to follow up on a voice message I just left for you, notifying you that (b) (6), (b) (7)(C), (b) (7)(D) will need (b) (6), (b) (7)(C), (b) (7)(D) when (b) (6), (b) (7)(C) comes (b) (6), (b) (7)(C), (b) (7)(D) to give (b) (6), (b) (7)(C), (b) (7)(D) affidavit. Please let me know (b) (6), (b) (7)(C), (b) (7)(D) and if not, please let me know if you would rather reschedule the affidavit. Thank you.

On Fri, Aug 16, 2019 at 1:43 PM Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)> wrote:  
Thank you Mr. Castillo, I will let (b) (6), (b) (7)(C) know. Also, please consider this e-mail as my request to attend the giving of the affidavit telephonically, as (b) (6), (b) (7)(C), (b) (7)(D) has requested that I represent (b) (6), (b) (7)(C) personally in this matter. Please let me know if you have any additional questions or concerns. Thank you.

On Mon, Aug 12, 2019 at 3:34 PM Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)> wrote:

Hi Olamide,

I will plan on meeting with (b) (6), (b) (7)(C), (b) (7)(D) at (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), (b) (7)(D) Please remind (b) (6), (b) (7)(C) to bring in any relevant documents to our meeting (b) (6), (b) (7)(C).

Thanks,

Ed

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>  
**Sent:** Tuesday, July 30, 2019 10:52 AM  
**To:** Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)>  
**Subject:** Re: Case 13-CA-244739: (b) (6), (b) (7)(C), (b) (7)(D) Availability for Affidavit:

Hello Ed:

As promised, I am writing to let you know that (b) (6), (b) (7)(C), (b) (7)(D) is available to give (b) (6), (b) (7)(C) affidavit at (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), (b) (7)(D). I look forward to hearing back from you to confirm this.

On Thu, Jul 25, 2019 at 2:37 PM Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)> wrote:

Yes, I will be out of the office after today so please send me an email letting me know (b) (6), (b) (7)(C) availability. Thanks.

Ed

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>  
**Sent:** Thursday, July 25, 2019 12:44 PM  
**To:** Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)>  
**Subject:** Re: Case 13-CA-244739: (b) (6), (b) (7)(C), (b) (7)(D) Availability for Affidavit:

Alright, I will check with (b) (6), (b) (7)(C). I believe you mentioned that your vacation starts tomorrow, so if I do not hear back from (b) (6), (b) (7)(C) today, I will just send you an e-mail with the understanding that you will see it when you return.

On Thu, Jul 25, 2019 at 1:25 PM Castillo, J. Edward <[Edward.Castillo@nlrb.gov](mailto:Edward.Castillo@nlrb.gov)> wrote:

Hi Olamide,

I am not available after (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), (b) (7)(D). Can you let me know if (b) (6), (b) (7)(C) is available?

would be available the (b) (6), (b) (7)(C) of (b) (6), (b) (7)(C)

Ed

**J. Edward Castillo, Esq.** | Field Attorney

United States Government

National Labor Relations Board

Region 13

219 S. Dearborn Street, Suite 808

Chicago, IL 60604

T: 312.353.7586 | F: 312.886.1341



Please consider the environment before printing this e-mail.

**From:** Olamide Adetunji <[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)>

**Sent:** Thursday, July 25, 2019 9:51 AM

**To:** Castillo, J. Edward <[Edward.Castillo@nrlrb.gov](mailto:Edward.Castillo@nrlrb.gov)>

**Subject:** Case 13-CA-244739: (b) (6), (b) (7)(C) Availability for Affidavit:

Hello Ed:

I am writing to follow up on our conversation on Tuesday, July 23, 2019. As I mentioned, I checked with (b) (6), (b) (7)(C) to see whether (b) (6), (b) (7)(C) on either (b) (6), (b) (7)(C), 2019 works for (b) (6), (b) (7)(C) to come in and give (b) (6), (b) (7)(C) affidavit. According to (b) (6), (b) (7)(C) is not available on (b) (6), (b) (7)(C) but can do any time (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C). Please let me know if this works for you. If it does not, kindly consider proposing other times that will work for you.

Thank you.

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union

Service Employees International Union

1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union

Service Employees International Union

1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union

Service Employees International Union

1800 Massachusetts Avenue, NW

Washington, DC 20036



Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482

--

Olamide Adetunji

Law Fellow, Fight for \$15 and a Union  
Service Employees International Union  
1800 Massachusetts Avenue, NW

Washington, DC 20036

Office: (202) 730-7327

Cell: (202) 384-5482



Fast Food &lt;strike.evidence15@gmail.com&gt;

**MCD 1951 E. 95th St**

1 message

(b) (6), (b) (7)(C) @thefightfor15.org&gt;

to: "strike.evidence15@gmail.com" &lt;strike.evidence15@gmail.com&gt;

Cc: Barry Bennett &lt;bbennett@laboradvocates.com&gt;, Marquis Taylor &lt;marquis.taylor@thefightfor15.org&gt;

Thu (b) (6), (b) (7)(C) 19 at 12:25 AM

McDonald's  
1951 E. 95th

(b) (6), (b) (7)(C)





## Strike Notice to McDonald's

SEIU National Fast Food Workers Union  
850 W. Jackson, Suite 275, Chicago, Illinois 60607

To: McDonald's/McDonald's USA, LLC, Joint Employers  
(b) (6), (b) (7)(C)  
1951 E 95th St  
Chicago, IL 60617

Dear Joint Employers:

This is to notify you that we are going on a one-day strike beginning on (b) (6), (b) (7)(C) 2019. We are striking to demand an end to systemic sexual harassment and violence on the job; to demand a \$15 an hour wage and the right to join a union without interference; and to protest unfair labor practices occurring here and in stores across the country for which Joint Employer McDonald's USA is responsible. We further demand that management implement trainings and robust policies to protect us from sexual harassment, to prevent retaliation after reporting sexual harassment, and to provide a safe work environment free from violence. We are however not making a demand for recognition at this time.

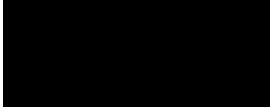
We unconditionally offer to return to work after (b) (6), (b) (7)(C) 2019 for our next regularly scheduled shift. This is a peaceful and lawful one-day strike protected by federal labor law. We expect you to obey federal law and refrain from firing, reducing hours, discriminating, or in any way retaliating against us for standing together to improve our job conditions and safeguard our rights.

This company is profitable because of our hard work, yet, our wages are not enough to pay for the basics like food, rent, and utilities. We know McDonald's can afford to pay us more because it earns billions in profits annually. We are striking to bring ourselves out of poverty, and to improve the lives of our families. This notice and unconditional offer to return to work also applies to other workers who may later decide to strike.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering the majority of the page content below the text "(b) (6), (b) (7)(C)".

**NORNAT MANAGEMENT SERVICES, INC.**17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

MP

AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

EMPLOYEE NAME

(b) (6), (b) (7)(C)

TIME CARD NUMBER

(b) (6), (b) (7)(C)

HOME STORE NUMBER

(b) (6), (b) (7)(C)

PRIMARY DEPARTMENT

(b) (6), (b) (7)(C)

SOCIAL SEC. NUMBER

(b) (6), (b) (7)(C)

VOUCH NUMBER

(b) (6), (b) (7)(C)

MARITAL STATUS

(b) (6), (b) (7)(C)

FEDERAL EXEMPTIONS

(b) (6), (b) (7)(C)

STATE EXEMPTIONS

(b) (6), (b) (7)(C)

PAY PERIOD

(b) (6), (b) (7)(C) 2019 to (b) (6), (b) (7)(C) 2019

CHECK DATE

(b) (6), (b) (7)(C) 019

STORE # DEPARTMENT

(b) (6), (b) (7)(C)

TYPE

REG RATE

REG HRS

REG PAY

OT RATE

OT HRS

OT PAY

(b) (6), (b) (7)(C)

Regular Hours  
Overtime HoursSick Taken  
Sick Accrued  
Sick Avail  
Vacation AvailRegular Pay  
Overtime Pay

Gross Pay

(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax  
- Fed-Medicare  
- Fed-Social Security  
- IL -Income Tax

= Net Pay

- EFT Checking

= Check Amount

(b) (6), (b) (7)(C)

DETAILS ON JACK  
36-44877-1 (4/10/05) 000000

## NORNAT MANAGEMENT SERVICES, INC.

17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

NON-NEGOTIABLE

AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

NORNAT PAYROLL dba McDONALD'S

(b) (6), (b) (7)(C)

EMPLOYEE NAME	TIME CARD NUMBER	HOME STORE NUMBER	PRIMARY DEPARTMENT	SOCIAL SEC. NUMBER	VOUCHER NUMBER
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

MARITAL STATUS	FEDERAL EXEMPTIONS	STATE EXEMPTIONS	PAY PERIOD	CHECK DATE
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2019 to (b) (6), (b) (7)(C) -2019	(b) (6), (b) (7)(C) -2019

STORE #	DEPARTMENT	TYPE	REG RATE	REG HRS	REG PAY	OT RATE	OT HRS	OT PAY
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Regular Hours  
Overtime Hours  
  
Sick Taken  
Sick Accrued  
Sick Avail  
Vacation Avail

Regular Pay  
Overtime Pay

MISC.

Gross Pay

CURRENT	YTD
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax  
- Fed-Medicare  
- Fed-Social Security  
- IL -Income Tax

= Net Pay

- EFT Checking

= Check Amount

CURRENT	YTD
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

**NORNAT MANAGEMENT SERVICES, INC.**

17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

EMPLOYEE NAME  
(b) (6), (b) (7)(C)

TIME CARD NUMBER

HOME STORE NUMBER

PRIMARY DEPARTMENT

SOCIAL SEC. NUMBER

VOUCH NUMBER

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

MARITAL STATUS

FEDERAL EXEMPTIONS

STATE EXEMPTIONS

PAY PERIOD

CHECK DATE

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) -2019 to

(b) (6), (b) (7)(C) -2019

(b) (6), (b) (7)(C) -2019

STORE # DEPARTMENT

(b) (6), (b) (7)(C)

TYPE

REG RATE

REG HRS

REG PAY

OT RATE

OT HRS

OT PAY

(b) (6), (b) (7)(C)

Regular Hours  
Overtime Hours

Sick Taken  
Sick Accrued  
Sick Avail  
Vacation Avail

Regular Pay  
Overtime Pay

Gross Pay

CURRENT

YTD

(b) (6), (b) (7)(C)

Gross Pay

- Fed-Medicare  
- Fed-Social Security  
- IL -Income Tax

= Net Pay

- EFT Checking (b) (6), (b) (7)(C)

= Check Amount

CURRENT

YTD

(b) (6), (b) (7)(C)

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)



**NORNAT MANAGEMENT SERVICES, INC.**

17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

EMPLOYEE NAME  
(b) (6), (b) (7)(C)

TIME CARD NUMBER HOME STORE NUMBER PRIMARY DEPARTMENT

(b) (6), (b) (7)(C)

SOCIAL SEC NUMBER VOUCHER NUMBER  
(b) (6), (b) (7)(C)

MARITAL STATUS FEDERAL EXEMPTIONS STATE EXEMPTIONS

(b) (6), (b) (7)(C)

PAY PERIOD CHECK DATE  
(b) (6), (b) (7)(C) -2019 to (b) (6), (b) (7)(C) -2019 (b) (6), (b) (7)(C) -2019

STORE # DEPARTMENT  
(b) (6), (b) (7)(C)

TYPE REG RATE REG HRS REG PAY OT RATE OT HRS OT PAY  
(b) (6), (b) (7)(C)

Regular Hours  
Overtime Hours

Sick Taken  
Sick Accrued  
Sick Avail  
Vacation Avail

Regular Pay  
Overtime Pay

Gross Pay

CURRENT YTD  
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Medicare  
- Fed-Social Security  
- IL -Income Tax

= Net Pay

- EFT Checking (b) (6), (b) (7)(C)

= Check Amount

CURRENT YTD  
(b) (6), (b) (7)(C)

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

(b) (6), (b) (7)(C)

**THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT**

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

EMPLOYEE NAME  
(b) (6), (b) (7)(C)

TIME CARD NUMBER [REDACTED] HOME STORE NUMBER [REDACTED] PRIMARY DEPARTMENT [REDACTED]  
(b) (6), (b) (7)(C)

SOCIAL SEC. NUMBERS      VOUCHER NUMBERS  
(b) (6), (b) (7)(C)

MARITAL STATUS	FEDERAL EXEMPTIONS	STATE EXEMPTIONS	PAY PERIOD	CHECK DATE
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7) -2019 to (b) (6), (b) (7) -2019	(b) (6), (b) (7) -2019

STORE # DEPARTMENT  
(b) (6), (b) (7)(C)

TIME REC RATE REC HRS REC PAY OT RATE OT HRS OT PAY  
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- IL -Income Tax

- EFT Checking

**Check Amount**

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

**NORNAT MANAGEMENT SERVICES, INC.**

17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

MP  
AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

<b>EMPLOYEE NAME</b> (b) (6), (b) (7)(C)	<b>TIME CARD NUMBER</b> (b) (6), (b) (7)(C)	<b>HOME PHONE NUMBER</b> (b) (6), (b) (7)(C)	<b>PRIMARY DEPARTMENT</b> (b) (6), (b) (7)(C)	<b>SOCIAL SEC. NUMBER</b> (b) (6), (b) (7)(C)	<b>VOUCH NUMBER</b> (b) (6), (b) (7)(C)
<b>MARITAL STATUS</b> (b) (6), (b) (7)(C)	<b>FEDERAL EXEMPTIONS</b> (b) (6), (b) (7)(C)	<b>STATE EXEMPTIONS</b> (b) (6), (b) (7)(C)	<b>PAY PERIOD</b> (b) (6), (b) (7)(C) -2019 to (b) (6), (b) (7)(C) -2019	<b>CHECK DATE</b> (b) (6), (b) (7)(C) -2019	
<b>STORE # DEPARTMENT</b> (b) (6), (b) (7)(C)	<b>TYPE</b> (b) (6), (b) (7)(C)	<b>REG RATE</b> (b) (6), (b) (7)(C)	<b>REG HRS</b> (b) (6), (b) (7)(C)	<b>REG PAY</b> (b) (6), (b) (7)(C)	<b>OT RATE</b> (b) (6), (b) (7)(C)

<b>Regular Hours</b>	<b>CURRENT</b>	<b>YTD</b>	<b>Gross Pay</b>	<b>CURRENT</b>	<b>YTD</b>
<b>Overtime Hours</b>	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
<b>Sick Taken</b>			- Fed-Income Tax		
<b>Sick Accrued</b>			- Fed-Medicare		
<b>Sick Avail</b>			- Fed-Social Security		
<b>Vacation Avail</b>			- IL -Income Tax		
<b>Regular Pay</b>			= Net Pay		
<b>Overtime Pay</b>			- EFT Checking (b) (6), (b) (7)(C)		
<b>Gross Pay</b>			= Check Amount		

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NORNAT MANAGEMENT SERVICES, INC.**

17835 Torrence Ave.  
Lansing, IL 60438

DIRECT PAYROLL DEPOSIT

THIS IS NOT A CHECK

VOUCHER DATE

AMOUNT

PAY TO THE  
ORDER OF

(b) (6), (b) (7)(C)

2019

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**NON-NEGOTIABLE**

MP  
AUTHORIZED SIGNATURE

(b) (6), (b) (7)(C)

THIS AMOUNT HAS BEEN DIRECT DEPOSITED INTO YOUR ACCOUNT

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

EMPLOYEE NAME	TIME CARD NUMBER	HOME STORE NUMBER	PRIMARY DEPARTMENT	SOCIAL SEC. NUMBER	VOUCHER NUMBER			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
MARITAL STATUS	FEDERAL EXEMPTIONS	STATE EXEMPTIONS	PAY PERIOD	CHECK DATE				
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2019 to (b) (6), (b) (7)(C) 2019	(b) (6), (b) (7)(C) 2019	(b) (6), (b) (7)(C) 2019			
STORE #	DEPARTMENT	TYPE	REG RATE	REG HRS	REG PAY	OT RATE	OT HRS	OT PAY
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Regular Hours  
Overtime Hours

Sick Taken  
Sick Accrued  
Sick Avail  
Vacation Avail

Regular Pay  
Overtime Pay

Gross Pay

CURRENT YTD  
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax  
- Fed-Medicare  
- Fed-Social Security  
- IL -Income Tax

= Net Pay

- EFT Checking (b) (6), (b) (7)(C)

= Check Amount

CURRENT YTD  
(b) (6), (b) (7)(C)

**NORNAT PAYROLL dba McDONALD'S**

(b) (6), (b) (7)(C)

## TIME PUNCH SUMMARY REPORT

GROUP ORDERED BY NAME  
FROM (b) (6), (b) (7)(C) 19 TO (b) (6), (b) (7)(C) 19

[illegible]

RUN DATE: (b) (6), (b) (7)(C) 19  
RUN TIME: 13:01

STORE MANAGER'S BUSINESS SYSTEM

11.0 / STORE: (b) (6), (b) (7)(C)  
PAGE: 1

TIME PUNCH SUMMARY REPORT  
GROUP ORDERED BY NAME  
FROM (b) (6), (b) (7)(C) 19 TO (b) (6), (b) (7)(C) /19

NAME	ID#	DATE	SHIFT		PAID		BREAK		PAID	
			IN	OUT	OUT	IN			HH:MM	HOURS
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) 19	(b) (6), (b) (7)(C)						(b) (6), (b) (7)(C)	
		19								
		19								

The material contained herein is business confidential information of your employer and may not be used or copied without the prior written permission of your employer, unless it is being used in Employee Protected Communications. Employee Protected Communications are communications by non-supervisory employees regarding terms and conditions of employment, such as wages and benefits, hours, working conditions and personnel actions.

**From:** [Castillo, J. Edward](#)  
**To:** [Miller, Steve](#); [Hux, James](#); [Jonathan Linas](#); [jmartin@jonesday.com](mailto:jmartin@jonesday.com)  
**Subject:** Nornat Management Services, Inc. and McDonald's USA, LLC (13-CA-244739)  
**Date:** Thursday, August 22, 2019 4:17:21 PM  
**Attachments:** [Letter requesting response to charge \(13-CA-244739\).pdf](#)

---

Gentlemen,

Please see the attached letter requesting your response to the above charge.

Regards,

Ed

**J. Edward Castillo, Esq.** | Field Attorney  
United States Government  
National Labor Relations Board  
Region 13  
219 S. Dearborn Street, Suite 808  
Chicago, IL 60604  
T: 312.353.7586 | F: 312.886.1341



Please consider the environment before printing this e-mail.





United States Government

**NATIONAL LABOR RELATIONS BOARD**

Region 13

219 South Dearborn Street - Suite 808

Chicago, Illinois 60604

FAX (312) 886-1341  
Telephone (312) 353-7586  
[www.nlrb.gov](http://www.nlrb.gov)

August 22, 2019

SENT VIA E-MAIL

Steve A. Miller, Esq.  
Fisher & Phillips LLP  
10 South Wacker Drive, Suite 3450  
Chicago, IL 60606-7592

Jonathan M. Linas, Esq.  
Jones Day  
77 West Wacker Drive, Suite 3500  
Chicago, IL 60601-1701

James M. Hux Jr., Esq.  
Fisher & Phillips LLP  
10 South Wacker Drive, Suite 3450  
Chicago, IL 60606-7592

Justin D. Martin, Esq.  
Jones Day  
250 Vesey Street  
New York, NY 10281-1062

Re: Nornat Management Services, Inc. and  
McDonald's USA, LLC, Joint Employers  
Case 13-CA-244739

Dear Gentlemen:

I am writing this letter to advise you that it is now necessary for me to take evidence from your clients regarding the allegations raised in the investigation of the instant charge. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

**Allegations and Issues:** The allegations and issues on which I am seeking your evidence and position are as follows:

- Within the last six months, Nornat Management Services, Inc. and McDonald's USA, LLC, Joint Employers, (collectively referred to as "Employer") have violated Section 8(a)(1) and (3) of the Act by reducing (b) (6), (b) (7)(C) work hours in retaliation for (b) (6), (b) (7)(C) union activities. More specifically, it is alleged that (b) (6), (b) (7)(C) participated in a one day strike on (b) (6), (b) (7)(C) 2019. The Employer thereafter began to only schedule (b) (6), (b) (7)(C) to work (b) (6), (b) (7)(C) days per week rather than (b) (6), (b) (7)(C) days per week. It also began to send (b) (6), (b) (7)(C) home (b) (6), (b) (7)(C) before the end of (b) (6), (b) (7)(C) shift about one day per week. These actions resulted in (b) (6), (b) (7)(C) hours being reduced from what they had been prior to (b) (6), (b) (7)(C) participation in the strike.

**Board Affidavits:** I am requesting a position statement from you regarding the merits of the instant charge. I am also requesting to take affidavits from (b) (6), (b) (7)(C) and any other individuals you believe have information relevant to the investigation of this matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge. Please contact me as soon as possible to schedule these affidavits.

**Documents:** Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. The personnel files of (b) (6), (b) (7)(C) (excluding medical records).
2. For the period from January 1, 2019 to the present, payroll records, time punch summary reports, and other documents showing all the days and hours worked by (b) (6), (b) (7)(C).
3. Memoranda, minutes, and notes reflecting the Employer's consideration and implementation of the decision to reduce the work hours of (b) (6), (b) (7)(C).
4. For the period from January 1, 2019 to the present, payroll records, time punch summary reports, and other documents showing all the days and hours worked by employees other than (b) (6), (b) (7)(C). Please identify each employee by name, date of hire, and job title.

**Date for Providing Evidence:** To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter **by Friday, August 30, 2019**. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to **www.nlr.gov**, select **File Case Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by that time or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Very truly yours,

/s/ J. Edward Castillo  
Field Attorney

**From:** [Castillo, J. Edward](#)  
**To:** [Miller, Steve](#); [Hux, James](#)  
**Subject:** Re: Nornat Management Services, Inc. and McDonald's USA, LLC (13-CA-244739)  
**Date:** Monday, September 30, 2019 11:31:00 AM

---

Gentlemen,

I have reviewed the position statement and exhibits that you provided to the Regional Office on September 12, 2019. I appreciate you providing the payroll records showing (b) (6), (b) (7)(C) hours worked. However, the requested payroll records for other employees were not provided. In order to complete our investigation, I am therefore requesting again that you provide the following documents by no later than Thursday October 3, 2019:

For the period from (b) (6), (b) (7)(C), 2019, payroll records, time punch summary reports, and other documents showing all the days and hours worked by employees other than (b) (6), (b) (7)(C) at the McDonald's restaurant located at 1951 E. 95<sup>th</sup> Street, Chicago, Illinois. Please identify each employee by name, date of hire, and job title.

If you have any questions, please feel free to contact me by email or at (312) 353-7586.

Ed

**J. Edward Castillo, Esq.** | Field Attorney  
United States Government  
National Labor Relations Board  
Region 13  
219 S. Dearborn Street, Suite 808  
Chicago, IL 60604  
T: 312.353.7586 | F: 312.886.1341

---

**From:** Castillo, J. Edward  
**Sent:** Thursday, August 22, 2019 3:17 PM  
**To:** Miller, Steve <[smiller@fisherphillips.com](mailto:smiller@fisherphillips.com)>; Hux, James <[jhux@fisherphillips.com](mailto:jhux@fisherphillips.com)>; Jonathan Linas <[jlinas@jonesday.com](mailto:jlinas@jonesday.com)>; [jmartin@jonesday.com](mailto:jmartin@jonesday.com)  
**Subject:** Nornat Management Services, Inc. and McDonald's USA, LLC (13-CA-244739)

Gentlemen,

Please see the attached letter requesting your response to the above charge.

Regards,

Ed

**J. Edward Castillo, Esq.** | Field Attorney  
United States Government  
National Labor Relations Board  
Region 13  
219 S. Dearborn Street, Suite 808  
Chicago, IL 60604  
T: 312.353.7586 | F: 312.886.1341



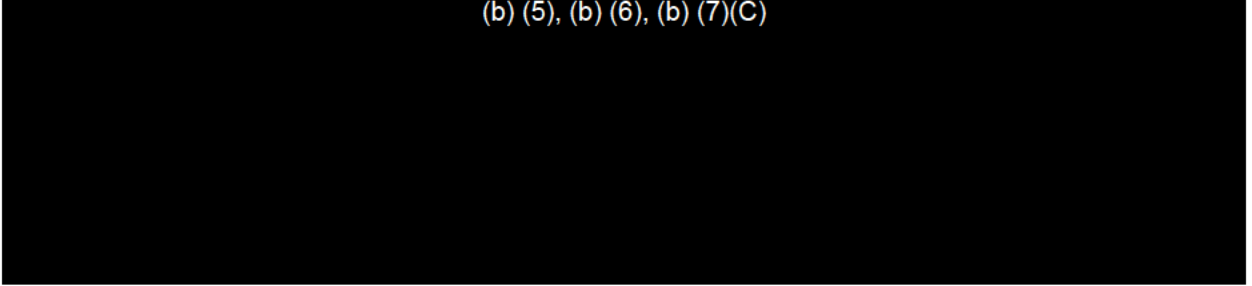
Please consider the environment before printing this e-mail.

**From:** [Muth, Jessica T.](#)  
**To:** [Castillo, J. Edward](#)  
**Subject:** Nornat 13-CA-244739  
**Date:** Monday, September 30, 2019 10:22:00 AM

---

Good Morning Ed,

(b) (5), (b) (6), (b) (7)(C)



Additionally, please update NxGen to reflect the correct name of the Employer: Nornat III, Inc.  
Many thanks -- Jessica

**Jessica Willis Muth**  
**Deputy Regional Attorney**  
**Region 13, NLRB**  
**(312) 353-7643 – Office**  
**(202) 215-6094--Mobile**

**From:** [Nelson, Daniel N.](#)  
**To:** [Hitterman, Paul](#); [Castillo, J. Edward](#); [Ohr, Peter S.](#); [Muth, Jessica T.](#)  
**Subject:** RE: N/H Agenda AM#3 - Nornat Management Services 13-CA-244739  
**Date:** Friday, October 18, 2019 10:23:15 AM

---

Ed – (b) (5)

---

**From:** Hitterman, Paul <Paul.Hitterman@nlrb.gov>  
**Sent:** Friday, October 18, 2019 9:22 AM  
**To:** Castillo, J. Edward <Edward.Castillo@nlrb.gov>; Nelson, Daniel N. <Daniel.Nelson@nlrb.gov>; Ohr, Peter S. <Peter.Ohr@nlrb.gov>; Muth, Jessica T. <Jessica.Muth@nlrb.gov>  
**Subject:** RE: N/H Agenda AM#3 - Nornat Management Services 13-CA-244739

(b) (5)

---

**From:** Castillo, J. Edward <[Edward.Castillo@nlrb.gov](#)>  
**Sent:** Friday, October 18, 2019 9:21 AM  
**To:** Nelson, Daniel N. <[Daniel.Nelson@nlrb.gov](#)>; Ohr, Peter S. <[Peter.Ohr@nlrb.gov](#)>; Hitterman, Paul <[Paul.Hitterman@nlrb.gov](#)>; Muth, Jessica T. <[Jessica.Muth@nlrb.gov](#)>  
**Subject:** RE: N/H Agenda AM#3 - Nornat Management Services 13-CA-244739

Good morning,

(b) (5)

Ed

---

**From:** Nelson, Daniel N. <[Daniel.Nelson@nlrb.gov](#)>  
**Sent:** Thursday, October 17, 2019 4:12 PM  
**To:** Ohr, Peter S. <[Peter.Ohr@nlrb.gov](#)>; Hitterman, Paul <[Paul.Hitterman@nlrb.gov](#)>; Castillo, J. Edward <[Edward.Castillo@nlrb.gov](#)>; Muth, Jessica T. <[Jessica.Muth@nlrb.gov](#)>  
**Subject:** RE: N/H Agenda AM#3 - Nornat Management Services 13-CA-244739

(b) (5)

---

**From:** Ohr, Peter S. <[Peter.Ohr@nlrb.gov](#)>  
**Sent:** Thursday, October 17, 2019 4:07 PM  
**To:** Nelson, Daniel N. <[Daniel.Nelson@nlrb.gov](#)>; Hitterman, Paul <[Paul.Hitterman@nlrb.gov](#)>; Castillo, J. Edward <[Edward.Castillo@nlrb.gov](#)>; Muth, Jessica T. <[Jessica.Muth@nlrb.gov](#)>  
**Subject:** RE: N/H Agenda AM#3 - Nornat Management Services 13-CA-244739

(b) (5)

-----  
**Peter Sung Ohr, Regional Director**

NLRB Chicago-Region 13  
219 S. Dearborn St, 808  
Chicago, IL 60604  
(312) 353-7574  
<https://www.nlr.gov/region/chicago>  
<https://www.facebook.com/NLRBChicago/?ref=bookmarks>

-----Original Appointment-----

**From:** Gavina-Arriola, Maria E. **On Behalf Of** Ohr, Peter S.

**Sent:** Thursday, October 17, 2019 10:56 AM

**To:** Ohr, Peter S.; Nelson, Daniel N.; Hitterman, Paul; Castillo, J. Edward; Muth, Jessica T.

**Cc:** SC-R13 Agenda

**Subject:** N/H Agenda AM#3 - Nornat Management Services 13-CA-244739

**When:** Friday, October 18, 2019 9:30 AM-10:00 AM (UTC-06:00) Central Time (US & Canada).

**Where:** Dan's Office

(b) (5)

[Join Skype Meeting](#)

Trouble Joining? [Try Skype Web App](#)

Join by phone

(b) (6), (b) (7)(C) (East)

English (United States)

(b) (6), (b) (7)(C) (East)

English (United States)

[Find a local number](#)

Conference ID: (b) (6), (b) (7)(C)

[Forgot your dial-in PIN?](#) | [Help](#)

.....

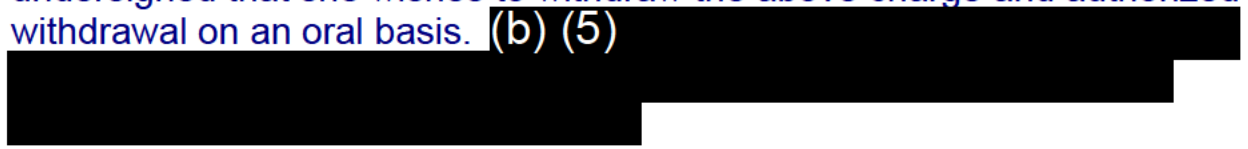


## ORAL WITHDRAWAL REQUEST FORM

\_\_\_\_\_Adjusted

Re: Nornat III, Inc. and McDonald's USA, LLC, joint employers  
Case: 13-CA-244739

On October 21, 2019, Union Attorney Olamide Adetunji informed the undersigned that she wishes to withdraw the above charge and authorized withdrawal on an oral basis. (b) (5)

A large black rectangular redaction box covers the signature and name of the undersigned. The text "(b) (5)" is printed in blue over the redacted area.

/s/ Ed Castillo  
Ed Castillo

Withdrawal request approved:  
/s/Peter Sung Ohr (dnn)

\_\_\_\_\_  
10/21/19

\_\_\_\_\_  
(date)

Case Name: Nornat Management Services, Inc. and McDonald's, USA as joint employers  
Case No.: 13-CA-244739  
Agent: [AGENT NAME AND TITLE]

## CASEHANDLING LOG

[illegible]



BOARD AGENT: Ed Castillo

## PHONE/ACTIVITY LOG

Case: Nornat III, Inc. and McDonald's USA, as joint employers  
13-CA-244739

<u>DATE</u>	<u>ACTIVITY</u>
7/23/19	EC called Union attorney Olamide Adetunji. I informed her that I had been assigned to investigate this case and needed to set up a time to take an affidavit from (b) (6), (b) (7)(C). I also explained that I would be out of the office for several weeks after 7/25. She agreed to speak to (b) (6) and find out (b) (6), (b) (7)(C) availability and would then let me know what date and time worked best for (b) (6), (b) (7)(C).
7/26/19 - 8/11/19	On annual leave
8/16/19	OA called EC. She left vm stating that (b) (6), (b) (7)(C) and to let (b) (6), (b) (7)(C) know if the affidavit needed to be rescheduled to allow time (b) (6), (b) (7)(C).
8/16/19	EC called OA. I left vm informing her that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) if necessary. I also stated that I was fine with her (OA) participating in the affidavit telephonically since she was (b) (6), (b) (7)(C) attorney.
8/19/19	EC called OA and reiterated to her what I had stated in my vm on 8/16. She said that (b) (6), (b) (7)(C) could provide the affidavit (b) (6), (b) (7)(C), but (b) (6), (b) (7)(C) just wanted to have (b) (6), (b) (7)(C) during the course of affidavit. As a result, I agreed to (b) (6), (b) (7)(C) with OA participating telephonically.
9/4/19	EC called Steve Miller (Nornat attorney). I left vm confirming that I did not receive a response to the charge by my deadline of 8/30. I told him that, if I did not receive the response by 9/6, I would recommend that the Regional Director make a decision on the merits based on the evidence in the file.
9/4/19	Jay Hux (Nornat attorney) called EC. He requested an extension of time to submit a response to the charge. I agreed to extend the deadline to 9/11.
9/4/19 - 9/22/19	On sick leave
10/1/19	JH called EC. He stated he had receive my email in which I again requested payroll records for all employees who worked at (b) (6), (b) (7)(C) current restaurant. (b) (6), (b) (7)(C) (b) (5)

	<p>(b) (5)</p> <p>(b) (5), (b) (6), (b) (7)(C)</p> <p>He ended the call by stating he would speak to his client about my request for the documents.</p>
10/2/19	EC called OA and left vm asking her to call me back asap.
10/8/19	<p>OA called EC. She apologized for the delay in calling me back and explained she was out of the office all last week. I inquired as to whether the Union had a phone number or other contact information for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) who participated in the one day strike at the McDonald's restaurant where (b) (6), (b) (7)(C) currently works. She said (b) (6), (b) (7)(C) voluntarily quit (b) (6), (b) (7)(C) job and that the Union had no contact information for (b) (6), (b) (7)(C). The Union does not believe (b) (6), (b) (7)(C) hours were reduced after the strike.</p>
10/9/19	<p>EC called JH. I left vm confirming that (b) (5)</p> <p>I stated that I would recommend (b) (5)</p>
10/9/19	<p>JH called EC. He stated that (b) (5)</p>
10/18/19	EC called OA and left vm requesting that she call me back.
10/21/19	<p>EC called OA. (b) (5)</p>



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

October 21, 2019

**(Via email service unless otherwise indicated)**

Steve A. Miller, Esq. &  
James M. Hux Jr., Esq.  
Fisher & Phillips LLP  
10 South Wacker Drive, Suite 3450  
Chicago, IL 60606-7592  
[smiller@fisherphillips.com](mailto:smiller@fisherphillips.com)  
[jhux@fisherphillips.com](mailto:jhux@fisherphillips.com)

Justin D. Martin, Esq.  
Jones Day  
250 Vesey Street  
New York, NY 10281-1062  
[jmartin@jonesday.com](mailto:jmartin@jonesday.com)

Jonathan M. Linas, Esq., Partner  
Jones Day  
77 West Wacker Drive  
Suite 3500  
Chicago, IL 60601-1701  
[jlinas@jonesday.com](mailto:jlinas@jonesday.com)

Re: Nornat III, Inc. and McDonald's, USA as  
joint employers  
Case 13-CA-244739

Dear Gentlemen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*/s/ Peter Sung Ohr*

Peter Sung Ohr  
Regional Director

cc: (b) (6), (b) (7)(C)  
Nornat Management Services, Inc.  
1951 E. 95th St.  
Chicago, IL 60617  
**(Via first class mail)**

Olamide Adetunji, Attorney  
SEIU National Fast Food Workers Union  
1800 Massachusetts Ave NW  
Washington, DC 20036  
[olamide.adetunji@seiu.org](mailto:olamide.adetunji@seiu.org)

McDonald's USA  
110 N. Carpenter Street  
Chicago, IL 60607  
**(Via first class mail)**